



Grading Criteria

Category	Red	Yellow	Green
Manning	<89%	90% - 94%	95% & Above
Recruiting Pct of Goal	<89%	90% - 94%	95% & Above
Advancements Verses TAFMS ALNAV Flow Pts	>18 Months	7-17 Months	≤6 Months
Shore Billet Quality Pct In Rate Shore Billets	<74%	75% - 84%	85% & Above
Sea Shore Rotation (E5 - E9)	>48 Months	42-48 Months	36-39 Months
Reenlistments Pct Difference vs Goal	>10%	6-10%	≤ 5%
Attrition (Zone A) (Zones B & C)	>10% (>5%)	6-10% (3-5%)	≤ 5% (≤ 2%)
SRB	NAVADMIN published annually with current rates and zones. <i>Latest: NAVADMIN 159/03 (June 03)</i>		
EB/NCF/LRP	Used as recruiting tool to attain assessment goals in specific ratings. <i>Latest: EB GENADMIN 022039Z Oct 03 / NCF-LRP DTG282149Z Feb 03</i>		
Sea/Shore Rotation	Based on Ratio of Sea to Shore Billets. Updated every 18 months. <i>Latest: NAVADMIN 341/01 (Dec 01)</i>		
Striker/Entry Opportunity	Obtained from Career Reenlistment Objectives (CREO)/Rating Entry for General Apprentices (REGO) NAVADMIN <i>Latest: NAVADMIN 317/03 (Dec 03)</i>		
Priority Rating	Priority Ratings list is the CNRC "Hot List" of critically undermanned ratings as determined by OPNAV N1.		
Perform to Serve (PTS)	A Force shaping tool by leveling rating manning from overmanned to undermanned rates. <i>Latest: NAVADMIN 316/03 DTG101135Z (Dec 03)</i>		



People Metrics - Enlisted

(May 2004 Data)

Rate	Overall	Manning (INV/BA)	Sea/Shore Rotation	Advancements	Recruiting	Shore Billet Quality	Reenlistments	Zone A Attrition
CS	Yellow	Green	Yellow	Yellow	Green	Green	Green	Yellow
CS (SS)	Green	Green	Yellow	Green	Green	Yellow	Green	Yellow
DK	Yellow	Green	Yellow	Yellow	Red	Green	Green	Green
PC	Yellow	Green	Yellow	Yellow	Red	Green	Green	Yellow
SH	Yellow	Green	Yellow	Yellow	Red	Red	Green	Yellow
SK	Green	Green	Yellow	Green	Green	Green	Green	Yellow
SK (SS)	Green	Green	Green	Green	Green	Green	Green	Yellow



People Metrics - FTS Enlisted (May 2004 Data)

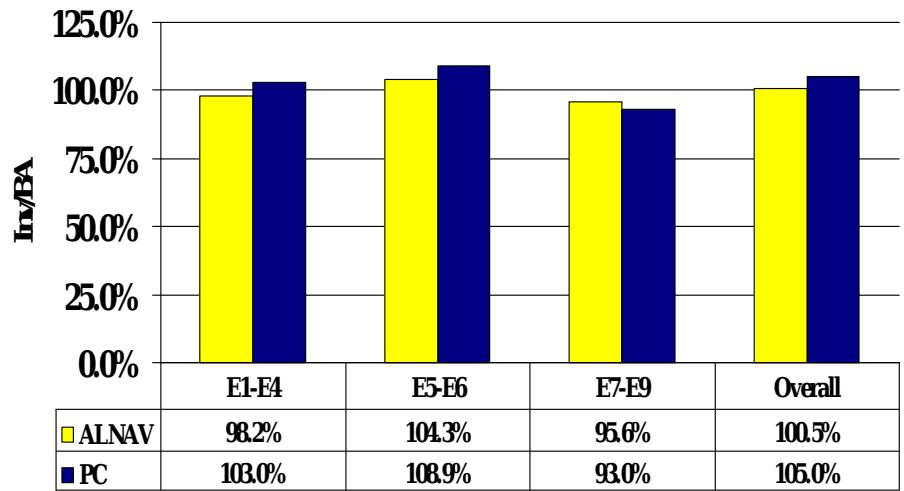
Rate	Overall	Manning (INV/BA)	Sea/Shore Rotation	Advancements	Recruiting	Shore Billet Quality	Reenlistments	Zone A Attrition
CS FTS	Yellow	Green	Green	Yellow	Green	Green	Green	Red
DK FTS	Green	Green	Green	Green	Red	Green	Green	Green
SK FTS	Green	Green	Green	Green	Red	Green	Green	Green



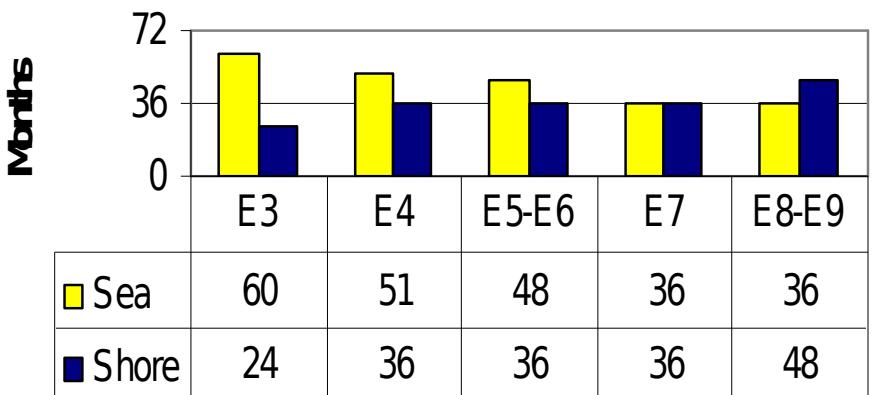
PC Rating Profile



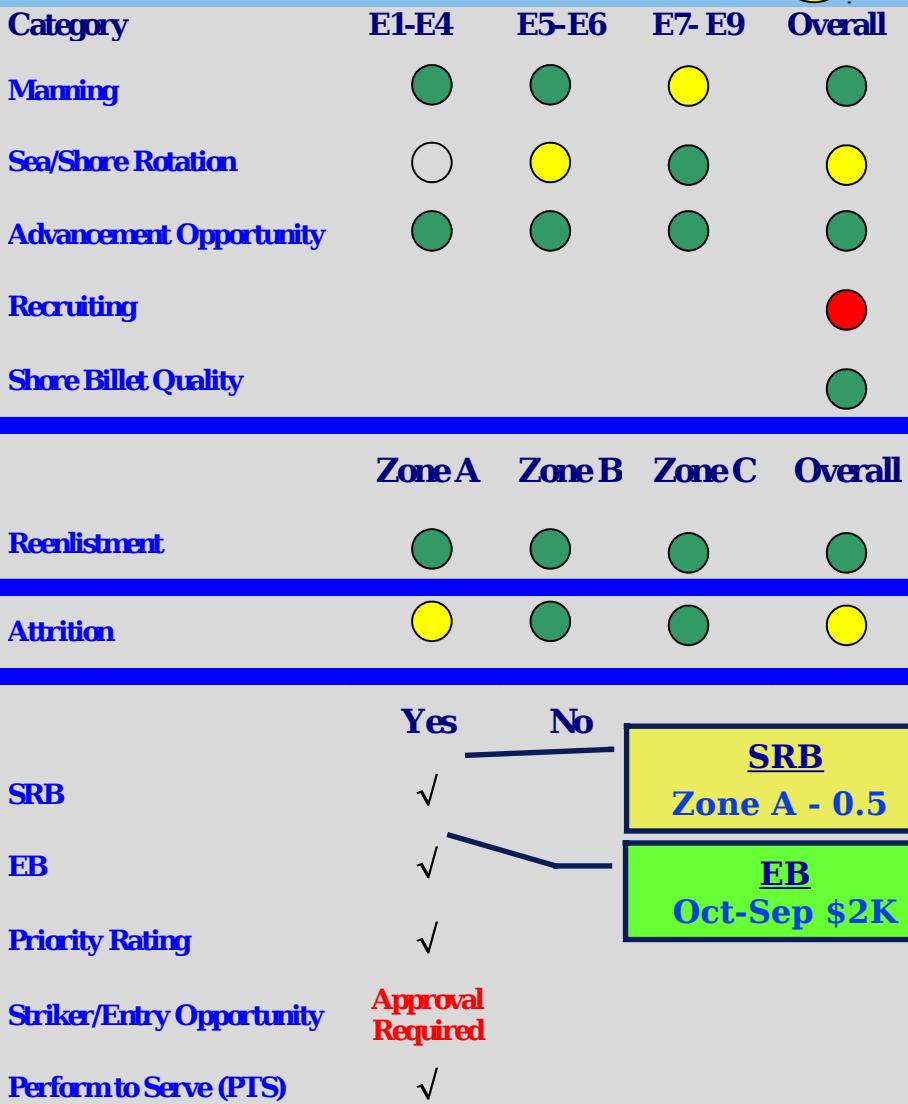
PC BA Manning



PC Sea/Shore Rotation

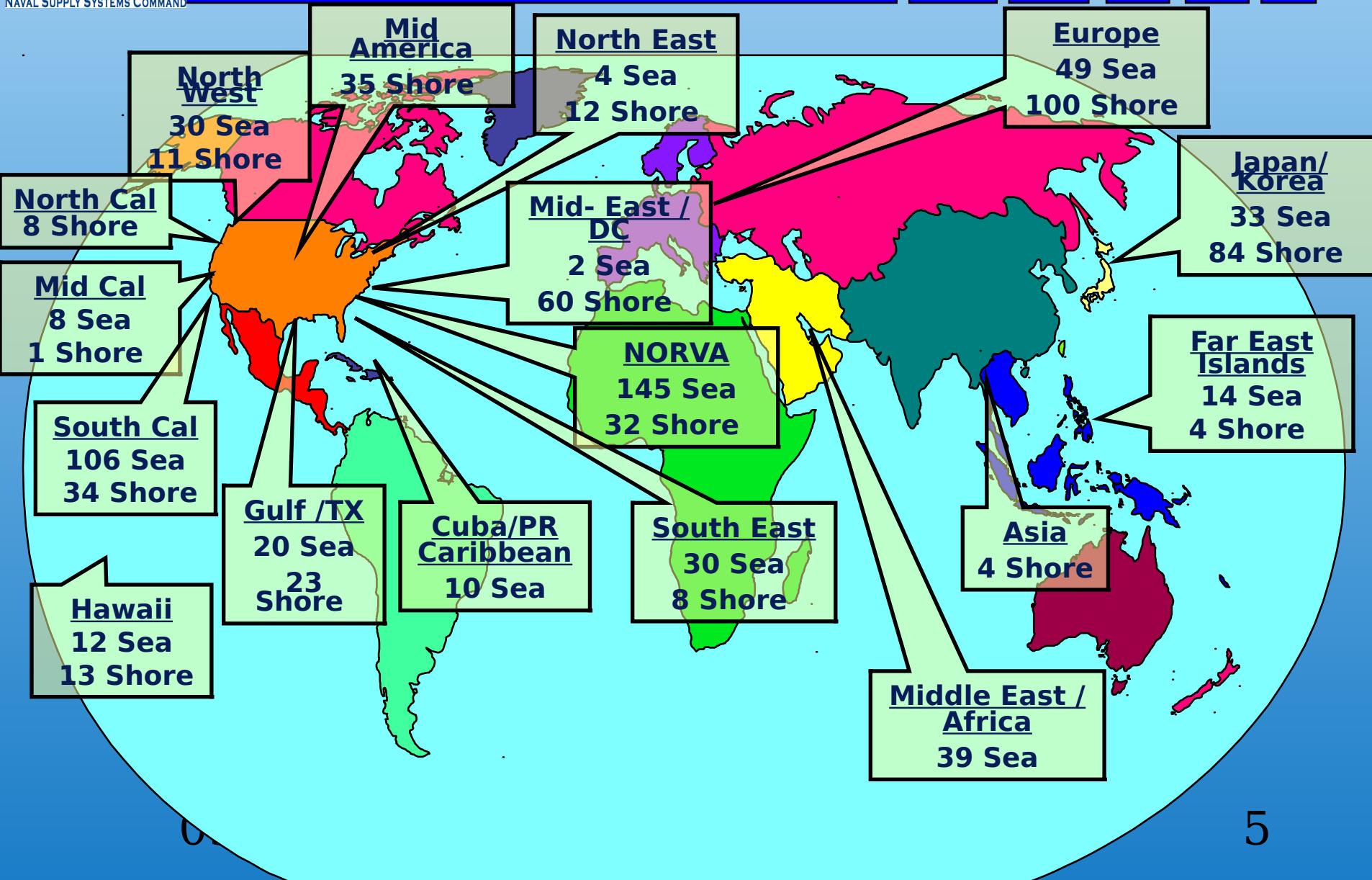


Overall Rating Grade





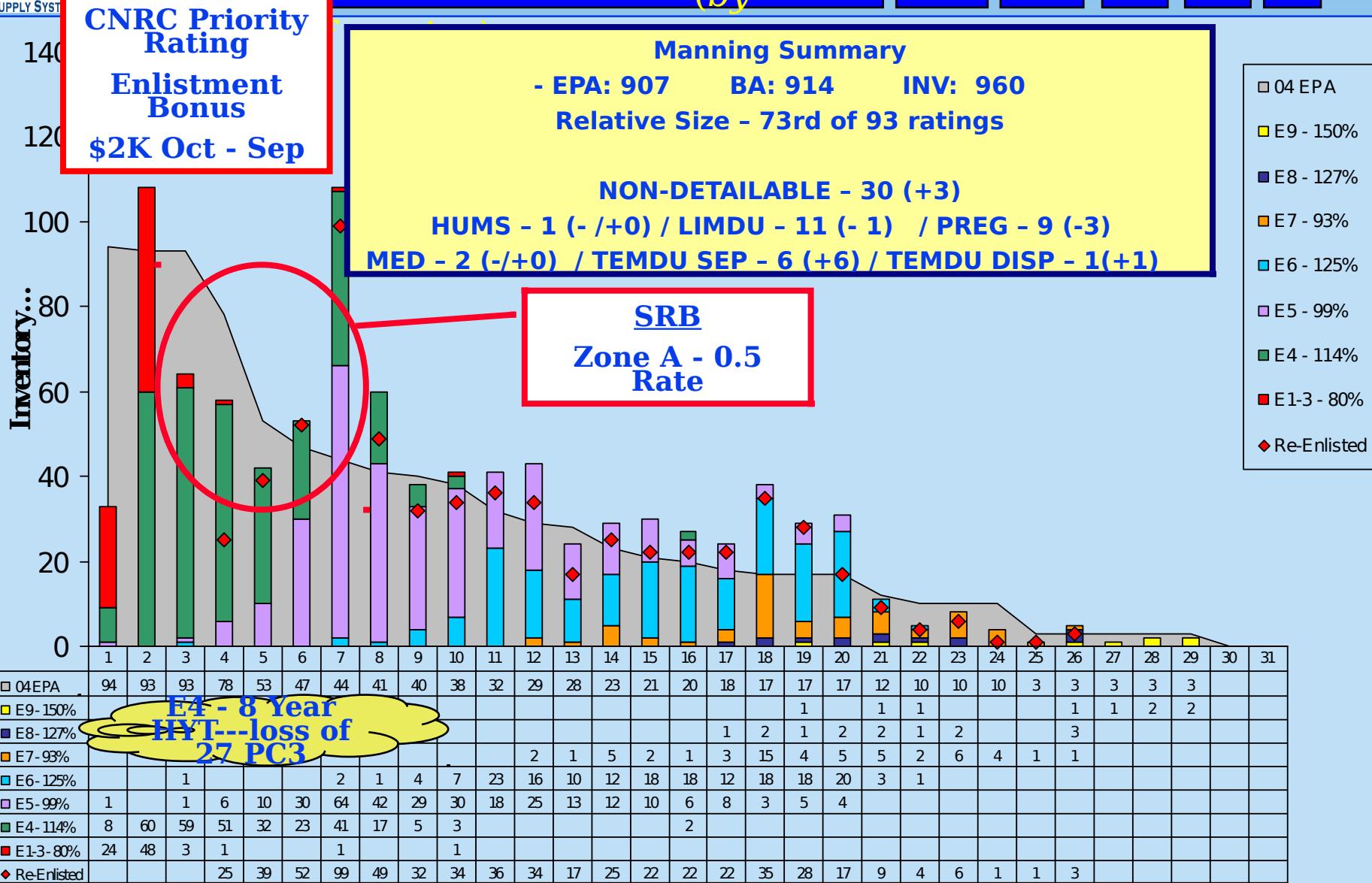
PC Billet Locations



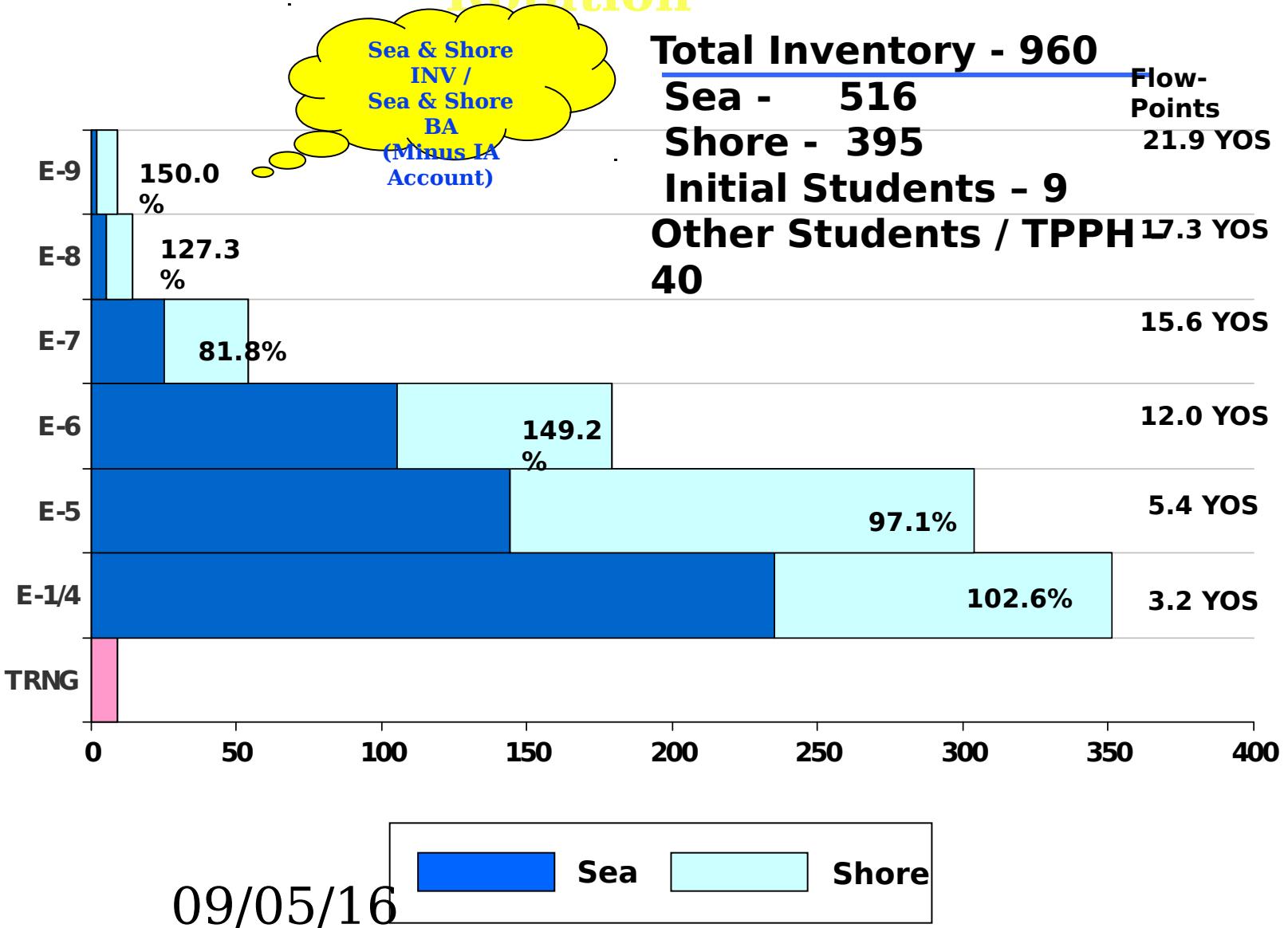
PC Inventory Distribution



(by)



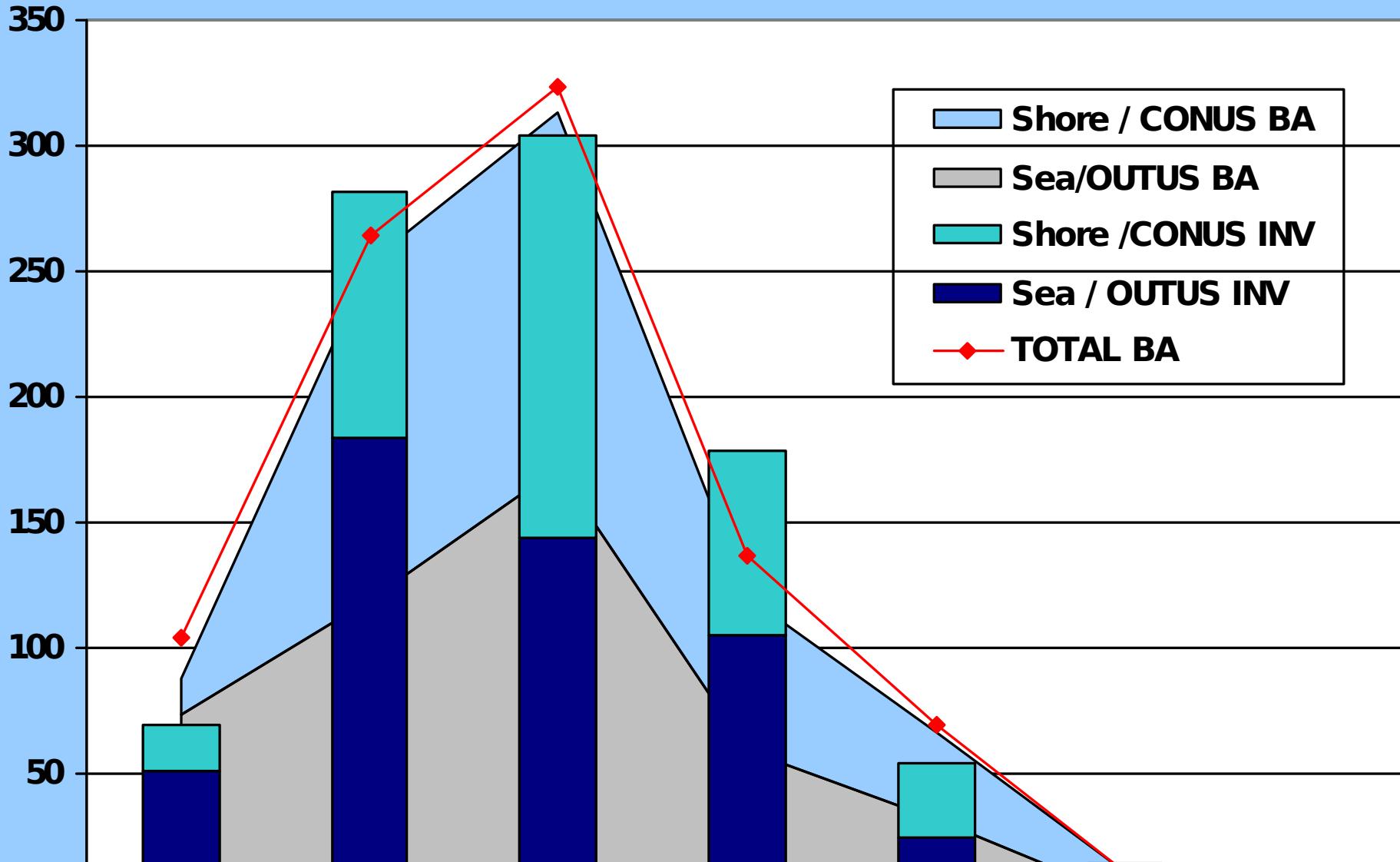
PC Rating Sea/Shore Population and Rotation



48	SHORE
36	36 SEA
36	SHORE
36	36 SEA
36	SHORE
48	SEA
36	SHORE
60	SEA
5	TRNG

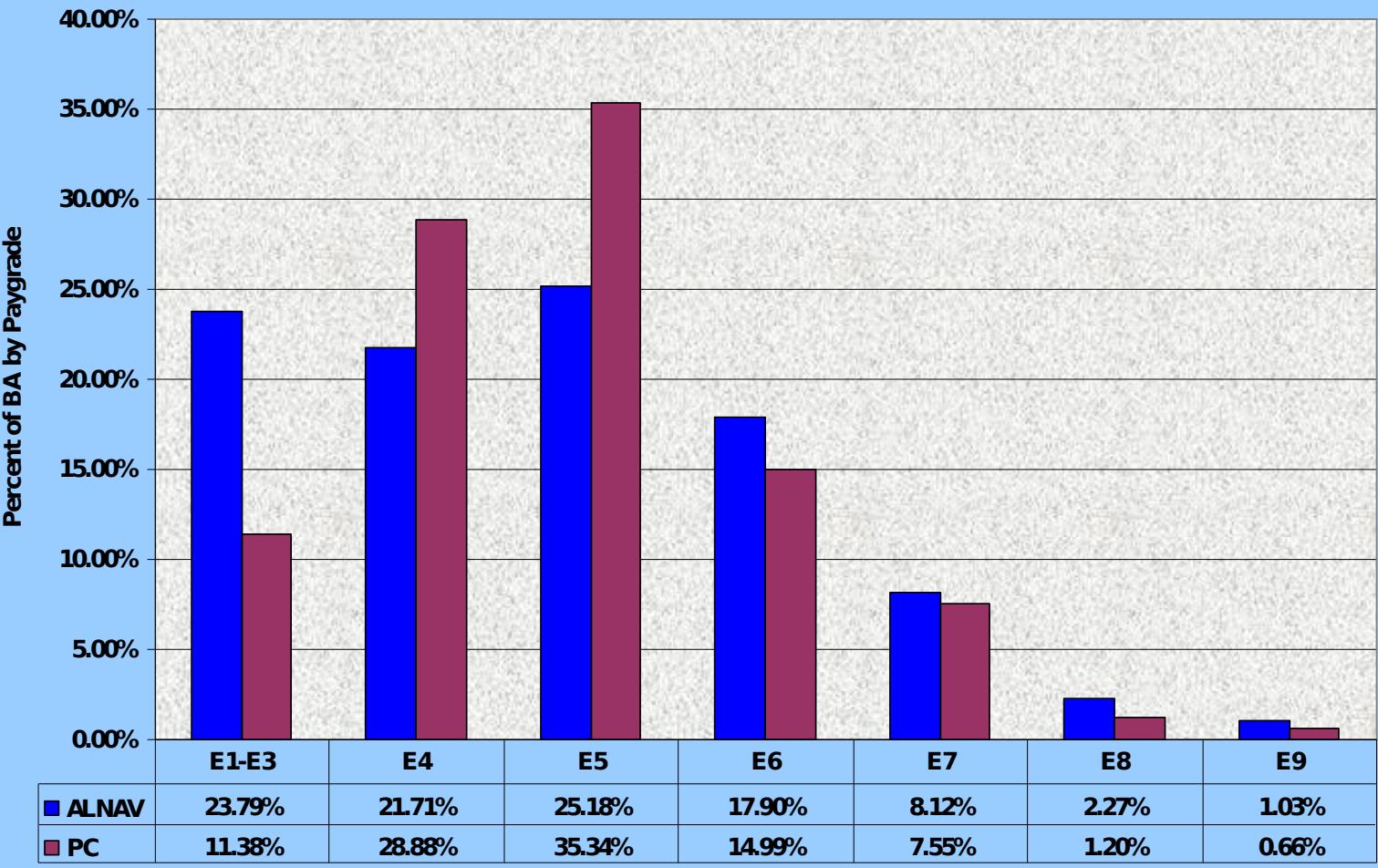


PC Rating Billet Analysis



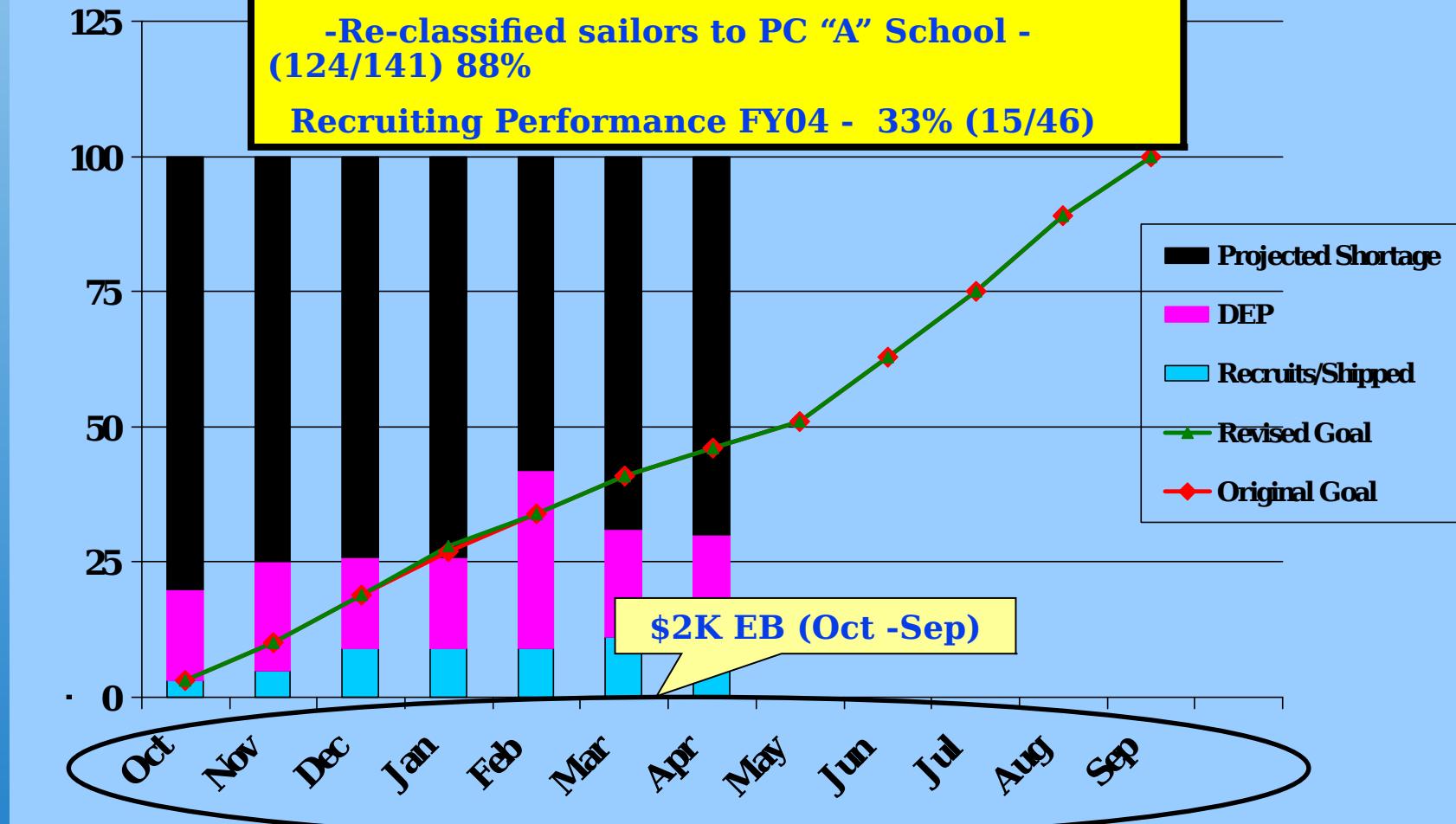


PC Paygrade Distribution (Billet) Pyramid/Diamond)



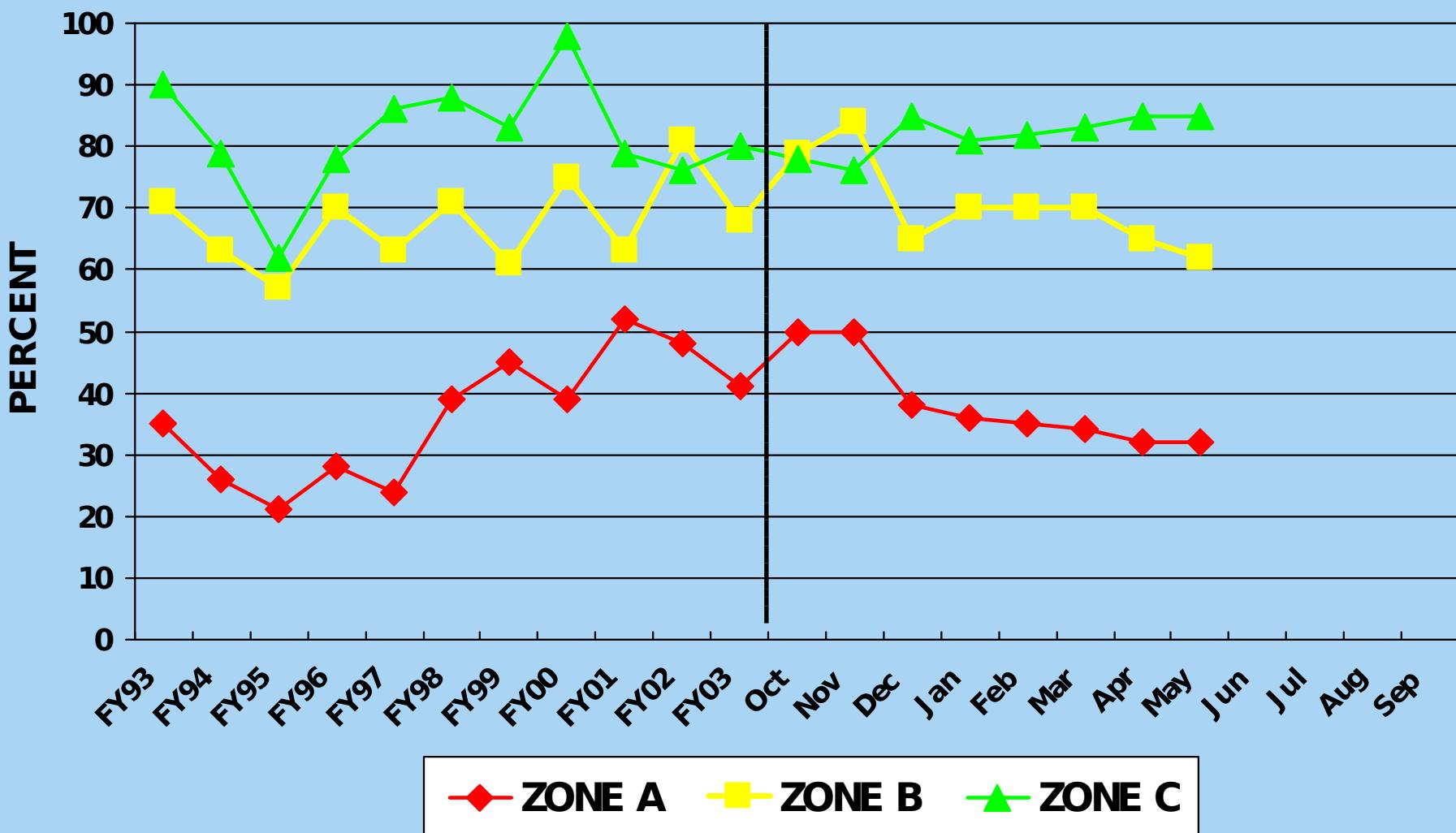
PC Recruiting

- Recruiting Performance FY02 - 173% (26/15)
- Recruiting Performance FY03 - 44% (62/141)
- Re-classified sailors to PC "A" School -
(124/141) 88%
- Recruiting Performance FY04 - 33% (15/46)**





PC Rating Retention Rates

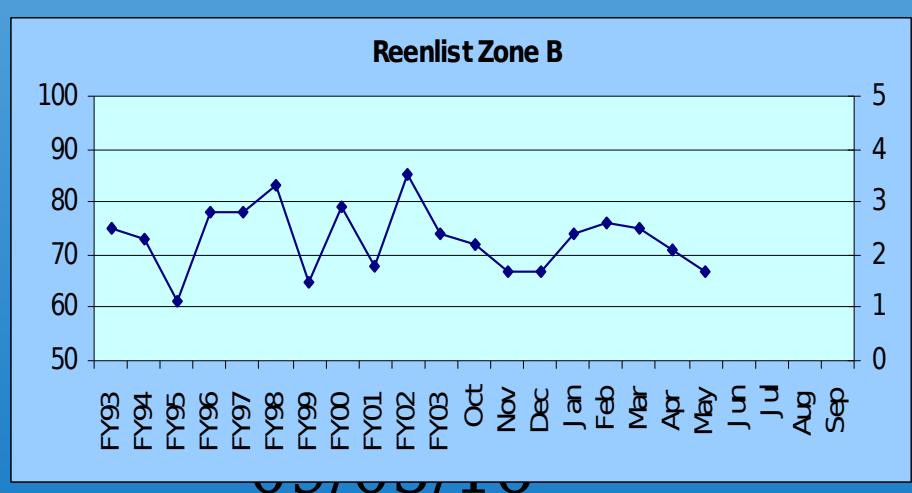
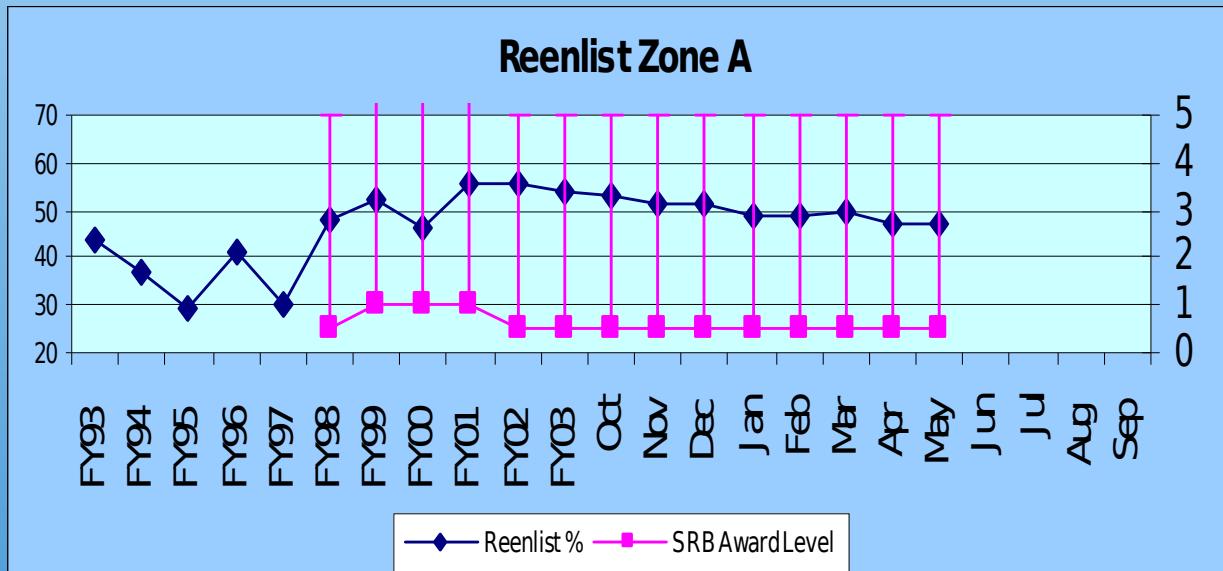




PC Rating

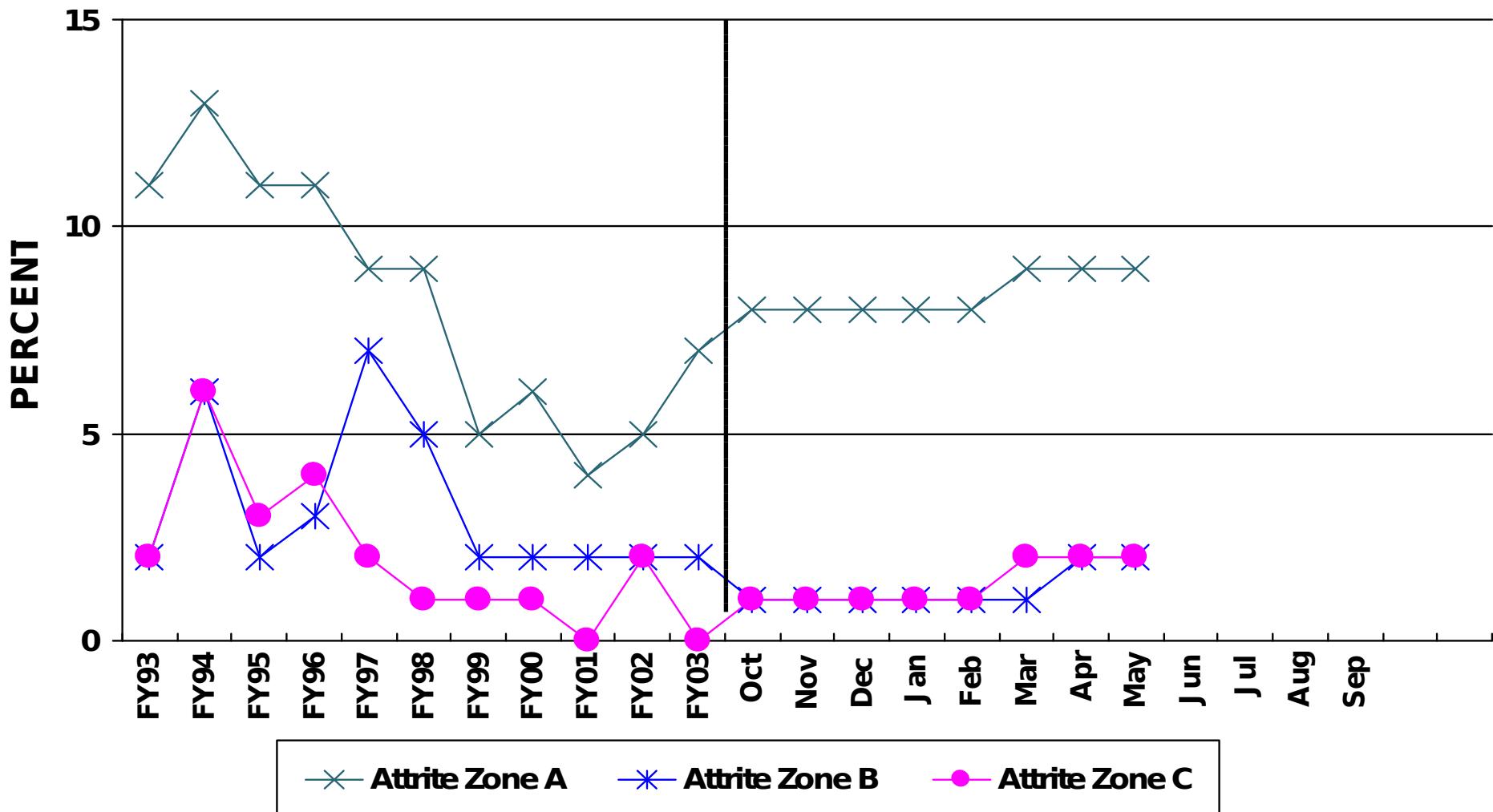
Reenlistments Compared With SRB Levels (History)

- SRB = Highest Level At Year Established





PC Rating Attrition (History)



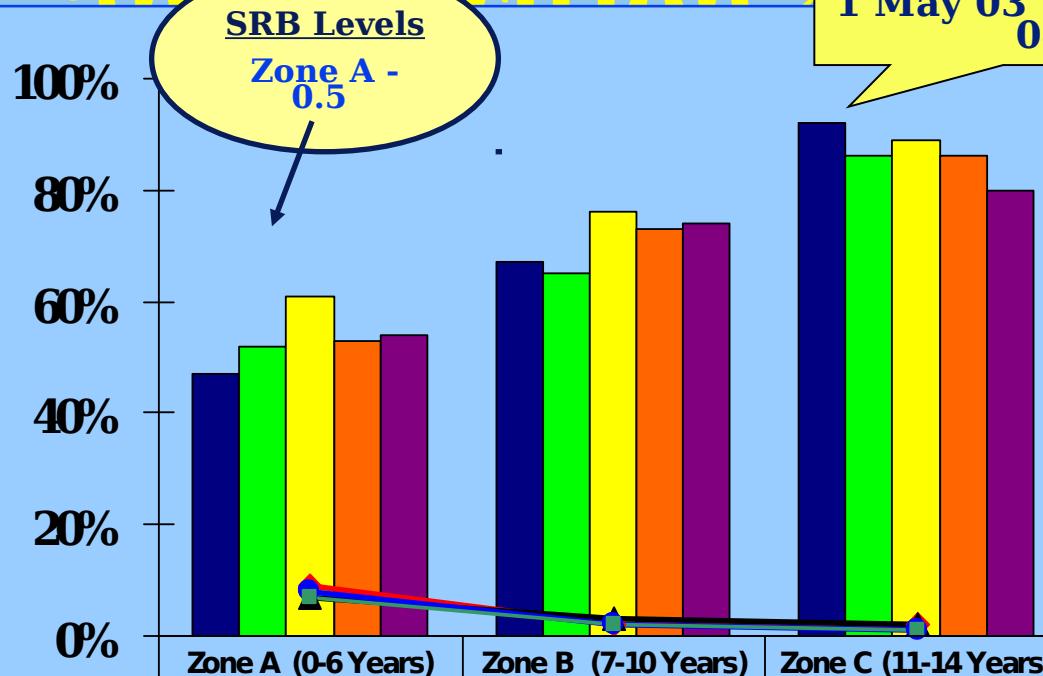


PC Reenlistments

Zone Attrition

Period of Report...

1 May 03 to 31 May 04



PC Actual	47%	67%	92%
PC ECM Goal/Reqd	52%	65%	86%
ALSUP Actual	61%	76%	89%
ALNAV Actual	53%	73%	86%
PC FY 03 Actual	54%	74%	80%
PC Attrition	9%	2%	2%
ALSUP Attrition	7%	3%	2%
ALNAV Attrition	8%	2%	1%
PC F03 Attrition	7%	2%	1%

25 sailors lost

FY 02 Attrition Facts (Zone A)

PC: 1) Medical / Disability -1.31%
4.70% 2) Misconduct - 1.27%
3) Parenthood - 1.04%

Supply: 1) Drug Abuse - 2.11%
6.56% 2) Misconduct - 1.26%
-0.43% 3) Medical / Disability

ALNAV: 1) Drug Abuse - 2.19%
9.0% 2) Fraud/Erroneous Entry -
1.69% 3) Misconduct - 1.54%

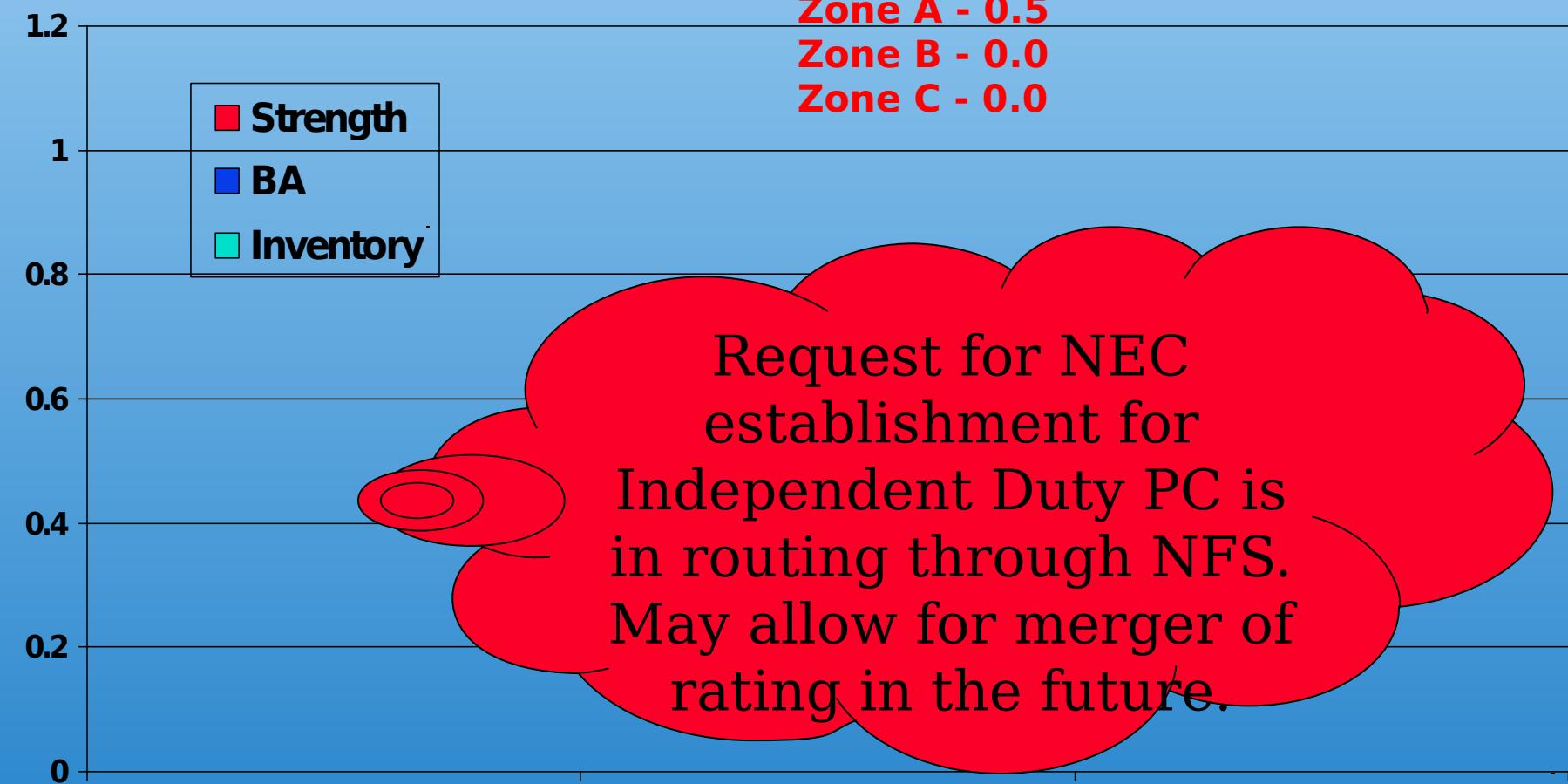
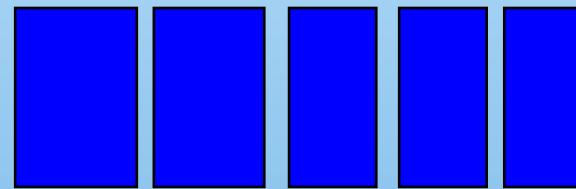
PC 1) Drug Abuse - 2.20%
6.87% 2) Misconduct - 1.37%
1.10% 3) VSI Early Release -

Supply: 1) Drug Abuse - 2.04%
6.97% 2) Misconduct - 1.18%
1.10% 3) Personality Disability -

ALNAV: 1) Drug Abuse - 1.7%
8.3% 2) Fraud/Erroneous Entry
- 1.5% 3) Misconduct - 1.3 %



PC Rating NEC Manning and SRB Rates





PC Advancement

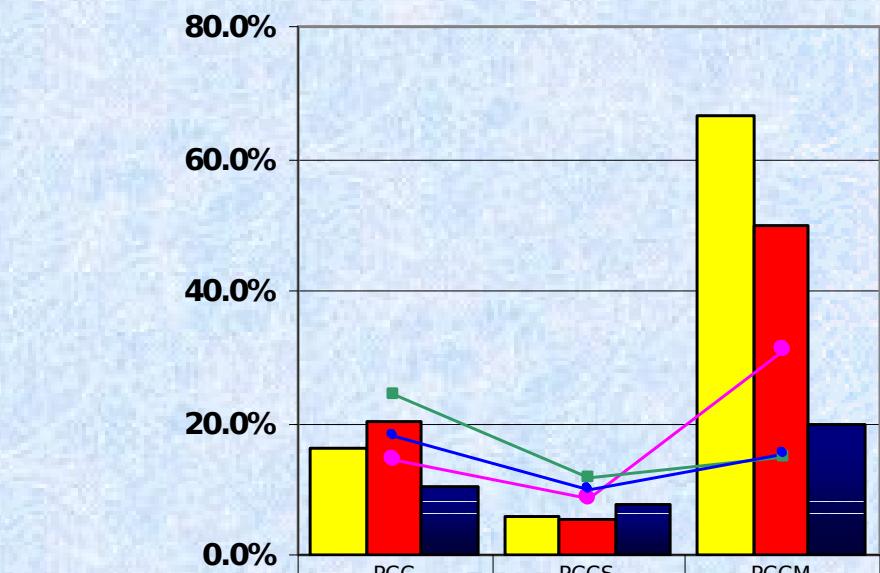
Flow Points (Years)	PC3	ALNAV	PC2	ALNAV	PC1	ALNAV	PCC	ALNAV	PCCS	ALNAV	PCCM	ALNAV
TIG	2.6	1.3	4.1	2.5	4.5	5.4	4.2	5.6	2.2	5.8	3.8	4.6
TAFMS	2.7	2.4	5.4	4.5	9.7	10.4	14.4	14.9	16.3	18.4	22.2	20.2

PC Advancement E4-E6



Sep 02	100.0%	22.4%	10.3%
Mar 03	100.0%	6.1%	5.0%
Sep 03	83.2%	14.5%	5.9%
- 14 Yr PC Avg	45.3%	16.8%	7.5%
- ALNAV SEP 03	33.8%	17.4%	19.7%
- 14 Yr ALNAV AVG	49.2%	16.8%	12.1%

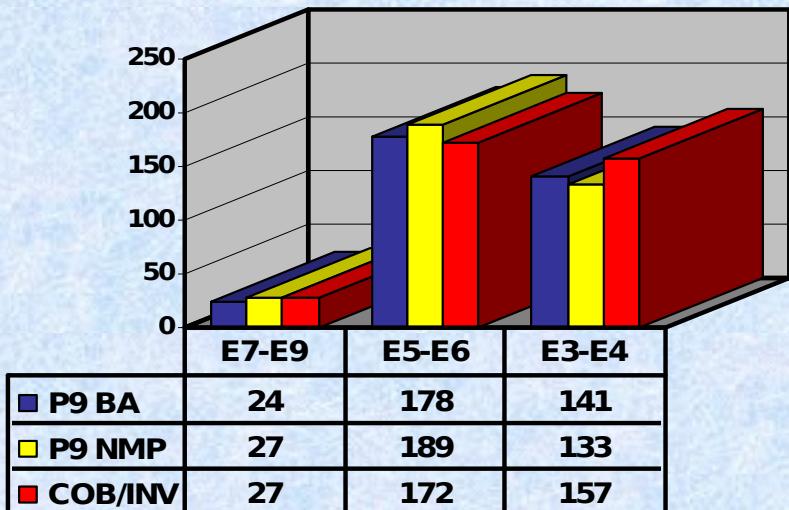
PC Advancement E7-E9



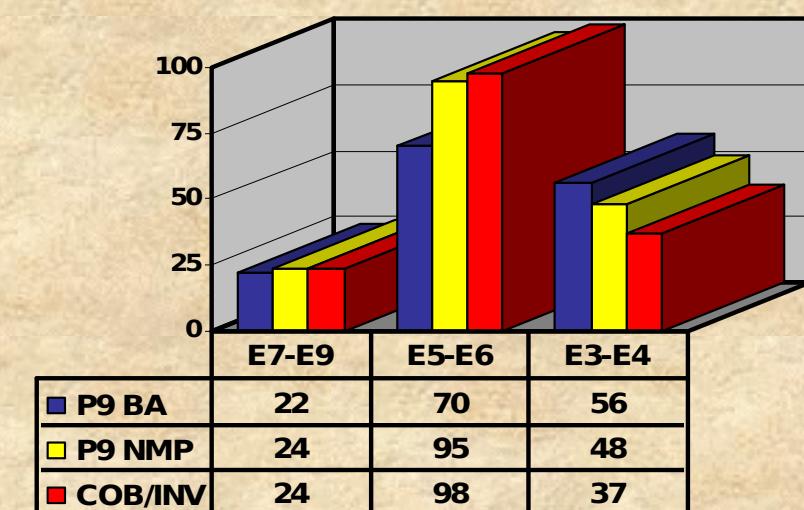
FY 02	16.4%	5.9%	66.7%
FY 03	20.3%	5.3%	50.0%
FY 04	10.2%	7.7%	20.0%
- 14 Yr PC Avg	14.5%	8.4%	31.1%
- ALNAV FY 04	24.2%	11.7%	15.0%
- 14 Yr ALNAV AVG	18.2%	9.9%	15.3%

PC MCA Manning Profile

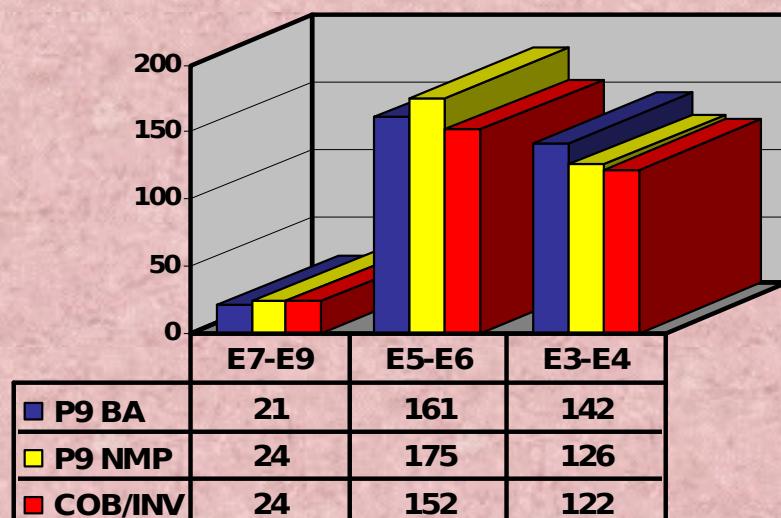
MCA - LANTFLT



MCA - BUPERS



MCA - PACFLT



PC Billet Breakdown

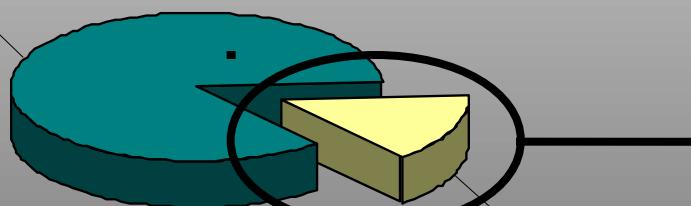
Actual Sailors Serving Out of Rate

Recruiting - 32 (-4) 4 (-1) (+1)	Instructor - RDC - 3
Security - 17 (-4)	
General - 5 (+1)	
Total: 61 (-8) people serving in 61 (-3)	

billets

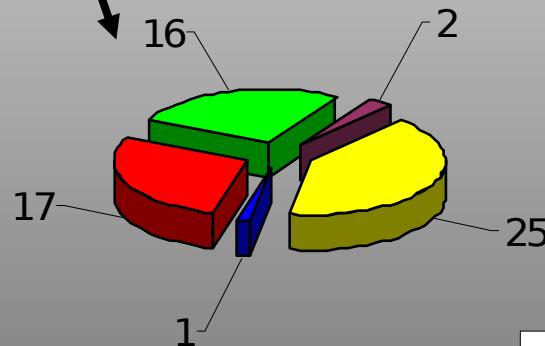
PC Shore Billets
In Rate vs Out of Rate

36 % PC
Shore
Billets
are
Overseas



■ In Rate
■ Out of Rate

PC Shore Billets
Out of Rate



- Instructor
- Recruiting
- RDC
- Security
- General



PC Schools List

"A" School

Course	ASVAB Rqmt	CIN	FY 01 Util %	FY 02 Util %	FY 03 Util %	Course Length	CDP	Location
PC "A" School	VE+AR=108	A-554-0018	66%	25%	138%	5 Weeks	622E	USA Schools, FT Jackson, SC

"C" Schools

Course	NEC Awarded	CIN	FY 01 Util %	FY 02 Util %	FY 03 Util %	Course Length	CDP	Location(s)
Fleet Independent/Supervisor Postal Clerks Refresher (Career Schools List)	30XX	A-554-0026	--	105%	0%	26 Days	7439	LTA Hampton Roads
Interservice Postal Supervisor	None	A-554-0019	370%	85%	0%	12 Days	3141	USA Schools, FT Jackson, SC

Proposed NEC

30XX - NFS submitting request to NAVMAC to establish Independent Duty NEC.



PC Community Initiatives

- Removal of PCs from CRU/DES/Small Amphips
- Improving “A” School Throughput (Complete)
- Independent Duty “C” School and NEC
- Explore ratings merger